



SEATTLE CITY COUNCIL

Finance, Native Communities, and Tribal Governments Committee

Agenda - Revised

Revised

Wednesday, March 19, 2025

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Dan Strauss, Chair
Maritza Rivera, Vice-Chair
Robert Kettle, Member
Sara Nelson, Member
Rob Saka, Member

Chair Info: 206-684-8806; Dan.Strauss@seattle.gov

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SEATTLE CITY COUNCIL
Finance, Native Communities, and Tribal
Governments Committee
Agenda - Revised
March 19, 2025 - 9:30 AM
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Meeting Location:

Council Chamber, City Hall , 600 4th Avenue , Seattle, WA 98104

Committee Website:

<https://seattle.gov/council/committees/finance-native-communities-and-tribal-governments>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at

<https://www.seattle.gov/council/committees/public-comment>

Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

Please submit written comments to all Councilmembers four hours prior to the meeting at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. [Appt 03094](#) **Appointment of Kiersten Grove as Director of the Department of Finance and Administrative Services, for a term to March 1, 2029.**

Attachments: [Appointment Packet](#)
[City Council Questions and Responses](#)

Briefing, Discussion, and Possible Vote

Presenter: Kiersten Grove, Interim Director, Department of Finance and Administrative Services

2. **Hearing Protection Regulations**

Supporting Documents: [Draft Hearing Protection Ordinance Presentation](#)

Briefing and Discussion

Presenter: Jasmine Marwaha, Council Central Staff

E. Adjournment



Legislation Text

File #: Appt 03094, **Version:** 1

Appointment of Kiersten Grove as Director of the Department of Finance and Administrative Services, for a term to March 1, 2029.

The Appointment Packet is provided as an attachment.

City of Seattle



Director

Department of Finance and Administrative Services

**Confirmation Packet
January 29, 2025**

Kiersten Grove



January 29, 2025

The Honorable Sara Nelson
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Nelson:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Kiersten Grove as Director of the Department of Finance and Administrative Services (FAS).

The materials in this packet are divided into two sections:

1. **Kiersten Grove**
This section contains Ms. Grove's appointment, oath of office form, resume and the press release announcing her appointment.
2. **Background Check**
This section contains the report on Ms. Grove's background check.

Kiersten Grove has served in FAS leadership for over five years, beginning as the Deputy Director in 2019 and taking the role of Acting Director in January 2023. She has excelled in these roles, and I wholeheartedly recommend her for your consideration today.

FAS plays a crucial role in almost every facet of City service, both internally and externally. With Ms. Grove at the helm, FAS consistently provides high-quality customer service to over 77,000 customers in the last year alone. In both 2023 and 2024, FAS exceeded its Women & Minority Business Engagement (WMBE) goals for both purchasing and consultant services and increased outreach efforts to these firms. FAS demonstrated exceptional leadership in managing our Seattle Animal Shelter and launched the City's first free pet vaccination clinics, reaching neighborhoods throughout Seattle. In addition, FAS has continued to lead on fleet electrification, priority hire, procurement processes, and promoting transparency, notably through the City's Open Data Portal.

Prior to joining FAS, Ms. Grove worked in multiple City departments, including the Seattle Department of Transportation, Seattle Public Utilities, and the former Mayor's Office. Her experience has equipped her with a profound and holistic understanding of City services.

Before referring Ms. Grove's nomination to you, my office consulted with stakeholders and leaders who worked alongside her, including labor partners, business leaders, community partners, staff within FAS, the City Clerk, Fire Chief, Human Services Director, and Seattle Public Schools leadership. They conveyed that Ms. Grove is a respected, thoughtful, and admired leader, and they appreciated her efforts to connect with staff and understand the diverse range of work happening within the department. Overall, they provided overwhelmingly positive feedback and expressed enthusiasm over her nomination.

The Honorable Sara Nelson
Kiersten Grove Confirmation Letter
January 29, 2025
Page 2 of 2

I trust that after reviewing Ms. Grove's application materials, meeting with her, and following the thoughtful review of Councilmember Strauss' Finance, Native Communities & Tribal Governments Committee, you will find that Ms. Grove is the ideal leader for FAS.

If you have any questions about the attached materials or need additional information, Chief Operating Officer Marco Lowe would welcome hearing from you. I appreciate your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Bruce A. Harrell". The signature is written in black ink and is positioned above the printed name and title.

Bruce A. Harrell
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Bruce Harrell

January 22, 2025

Kiersten Grove
Seattle, WA
Transmitted via e-mail

Dear Kiersten,

It gives me great pleasure to appoint you to the position of Director of the Department of Finance and Administrative Services at an annual salary of \$266,638.

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, your initial term will be for four years.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Department will thrive under your leadership.

Sincerely,


A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Kiersten Grove</i>	
City Department Name: <i>Finance and Administrative Services</i>	Position Title: <i>Director</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * Council Confirmation to <i>3/1/2029</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<p>Background: Kiersten Grove has served in FAS leadership for over five years, beginning as the Deputy Director in 2019 and taking the role of Acting Director in January 2023. She has excelled in these roles, and I wholeheartedly recommend her for your consideration today.</p> <p>FAS plays a crucial role in almost every facet of City service, both internally and externally. With Ms. Grove at the helm, FAS consistently provides high-quality customer service to over 77,000 customers in the last year alone. In both 2023 and 2024, FAS exceeded its Women & Minority Business Engagement (WMBE) goals for both purchasing and consultant services and increased outreach efforts to these firms. FAS demonstrated exceptional leadership in managing our Seattle Animal Shelter and launched the City’s first free pet vaccination clinics, reaching neighborhoods throughout Seattle. In addition, FAS has continued to lead on fleet electrification, priority hire, procurement processes, and promoting transparency, notably through the City’s Open Data Portal.</p> <p>Prior to joining FAS, Ms. Grove worked in multiple City departments, including the Seattle Department of Transportation, Seattle Public Utilities, and the former Mayor’s Office. Her experience has equipped her with a profound and holistic understanding of City services.</p>	
Authorizing Signature:  Date Signed: January 29, 2025	Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Kiersten Grove, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Department of Finance and Administrative Services; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as Director of the Department of Finance and Administrative Services.

Kiersten Grove

Subscribed and sworn to before me

this ____ day of _____, 2025.

[Seal]

Scheereen Dedman, City Clerk

Kiersten Grove



Summary

Collaborative executive with experience and expertise in managing a diverse portfolio of issues and stakeholders; delivering complex projects in a matrix-managed team environment; working with multiple, often conflicting, stakeholders to develop and implement policy and program initiatives; communicating and coordinating among state and local public and private sector stakeholders; and working through legal, budget and human resource challenges in a political environment.

Experience

Seattle Finance and Administrative Services

Acting Director, 1/23 – current

Leading department with 10 operational units composed of a staff of 500+ employees. Implementing training and support for department culture improvements. Serving as both Deputy Director and Acting Director, continuing the duties of each role. Leading personnel, operational and budget decisions for the department. Managing department operations with a budget of approximately \$500M. Partnering with the department's 14 Labor Unions on the implementation of the City's Collective Bargaining Agreement and a new payroll system.

Seattle Finance and Administrative Services

Deputy Director, 9/19 – 1/23

Supervised operational elements of the department for a staff of 500+ employees. Served as department lead on policy initiatives and emergency response efforts. Determined operational direction regarding personnel and budget actions of the department. Coordinated with elected officials on department work. Led senior management in operational decision-making across divisions. Served as the chief on-site operations officer for the City's vaccination clinic at Lumen Field and managed partnership with Swedish Health Services, vaccine ordering and staff development and training.

City of Seattle Office of the Mayor

Senior Operations Manager, 1/16 – 11/17, 6/18 – 9/19

Managed and aligned department and Mayoral priorities across large City departments. Guided communication and project development among the Mayor's Office and eight to twelve City of Seattle departments, including Finance and Administrative Services, the Department of Construction and Inspections, the Office of the Waterfront, Seattle Center, Department of Parks and Recreation, Human Resources, Seattle Information Technology, Office of Housing, Seattle Public Utilities and Seattle City Light. Coordinated and managed stakeholder relationships including with City Council, residents, City staff, advocates and partner governments.

Seattle Public Utilities

Interim Assistant Deputy, Project Delivery and Engineering Branch, 3/18 – 6/18

Provided strategic oversight of the Project Delivery and Engineering Branch. Supervised 30 project management division staff, including multi agency project delivery for projects such as the SR-520 redevelopment, Sound Transit II and III, Waterfront construction and Viaduct demolition and the 1st Ave Streetcar. Assisted through the leadership transition during the search for the Project Delivery and Engineering Branch Deputy.

Seattle Department of Transportation

Shared Mobility Strategic Advisor, 6/12 – 1/16

Led the development and implementation of policies and programs related to shared mobility such as free-floating car share, taxis, micro-transit and transportation network companies (TNC). Coordinated program evaluations and reports to Council and the Executive. Led the Seattle Transportation Benefit District Low Income Access to Transportation program. Coordinated cross-departmental and jurisdictional teams to develop, implement and evaluate strategies to improve access to the ORCA LIFT and Vehicle License Fee Rebate programs. Served as the policy lead and primary author of Seattle's taxi and TNC mediation and free-floating car share legislation.

**Chicago Department of Transportation In-House Consultant
Pedestrian Program Coordinator, 8/07 – 6/12**

Managed pedestrian-related planning, education and infrastructure work including Complete Streets implementation efforts, Safe Routes to School projects, \$10 million in Congestion Mitigation and Air Quality projects, Centers for Disease Control and Prevention Communities Putting Prevention to Work programs and National Highway Traffic Safety Administration education and enforcement projects. Led the development of Chicago's first Pedestrian Master Plan. Advised on policy initiatives and legislation at both the state and local level. Developed Chicago's first pedestrian safety partnership with the Chicago Police Department.

University of Illinois at Chicago

Complete Streets Course Adjunct Lecturer, 8/10 – 6/12

Instructed Masters and PhD planning and engineering students in a Complete Streets course. Developed curriculum, assessments and course materials. Consistently rated by students as an excellent instructor.

Education

Master of Urban and Regional Planning, Concentration in Physical Planning and Transportation

University of Michigan, Ann Arbor, MI, 9/05 – 5/07

Wallenberg Scholarship and Planning Department Fellowship Recipient

Bachelor of Arts in Middle Eastern Studies and Anthropology

New York University, New York, NY, 9/96 – 5/99

Magna Cum Laude

Other Experience

Chicago Metropolitan Agency for Planning, Chicago, IL

Summer Research Intern, 6/07 – 8/07

Researched mitigation and adaptation strategies for regional responses to climate change. Developed hypotheses to assist in building scenario models for the regional Go To 2040 Comprehensive Plan.

Office of the Wayne County Treasurer, Detroit, MI

Foreclosure Prevention Research Intern, 1/07 – 5/07

Responded to taxpayer questions regarding delinquent taxes, foreclosure procedures and financial assistance. Developed a plan to fund and implement a county tax foreclosure prevention program.

University of Michigan, Ann Arbor, MI

Graduate Student Instructor, Introduction to Urban Planning and the Environment, 8/06 – 1/07

Led weekly discussion sections of 20 students. Developed and graded student assessments and coordinated guest lecturers. 100% of students evaluated the section and instructor as excellent.

Excellence Charter School of Bedford Stuyvesant, Brooklyn, NY

Kindergarten Lead Teacher, 7/04 – 7/05

Taught a class of 22 Kindergarten boys while mentoring a first-year teaching assistant. 100% of students performed at or above grade level in both math and literacy skills.

East Sunflower Elementary, Sunflower, MS

Kindergarten Teacher, Teach For America Corps Member, 6/02 – 6/04

Taught a classroom of 40% English Language Learner students. Served on the Peer Advisory Committee tasked with modeling excellence in teaching. Raised class assessed reading score by two grade levels.



Press Release

For Immediate Release

Contact Information

Callie Craighead

callie.craighead@seattle.gov

Mayor Harrell Announces Cabinet Promotions Including New Deputy Mayor Jessyn Farrell and SDOT Director Adiam Emery

Seattle – Today, Mayor Bruce Harrell announced new promotions to and within his Cabinet. Effective February 4th, Adiam Emery will serve as the next interim director of the Seattle Department of Transportation following the departure of Director Greg Spotts, and Jessyn Farrell is promoted to deputy mayor.

“Over the last three years working in our office – and nearly 30 years at SDOT from intern to division director – Adiam Emery has proved to be one of the Seattle's most effective advocates for transportation safety,” **said Mayor Harrell.** “As one of the lead architects of our voter-approved Keep Seattle Moving transportation levy, there's no one I trust more than Adiam to lead its implementation and champion programs and projects to create safety and solutions for all transportation users – no matter how they get around. I want to thank Director Spotts for his service, positive energy, and strategic vision, and wish him all the best as he seeks to be closer to family.”

Mayor Harrell added, “We are also extremely enthusiastic to welcome Jessyn Farrell to our office as deputy mayor. Jessyn has been at the forefront of our administration in advancing meaningful climate action with tangible benefits for

our residents – more trees, cleaner buildings, and a healthier and more sustainable food system. Jessyn will bring big-picture-thinking, a comprehensive approach, and the know-how to get things done for Seattle residents, drawing on years of public service, transportation expertise, and climate leadership."

The full inventory of Cabinet staff transitions include:

- Deputy Mayor Adiam Emery will become the interim Director of the Seattle Department of Transportation (SDOT), effective February 4
- Office of Sustainability and Environment Director Jessyn Farrell will become Deputy Mayor, overseeing a portfolio that includes transportation, parks, and climate action, effective February 4
- Director of Public Safety Natalie Walton-Anderson will become Chief Public Safety Officer, a member of the mayor's Executive Team and the portfolio manager overseeing the Seattle Police Department, Community Assisted Response and Engagement Department, and the Office of Emergency Management, effective immediately
- Angela Brady will become the mayor's Sound Transit Designated Representative, while maintaining her position as the Director of the Office of the Waterfront, effective immediately
- Kiersten Grove will be nominated later this month for confirmation as the permanent Director of Finance and Administrative Services
- Office of Sustainability and Environment Deputy Director Michelle Caulfield will become acting Director of the Office of Sustainability and Environment, effective February 4, while a national search is launched for the department's next director

"Our administration is guided by a **One Seattle** approach as a learning, growing organization, committed to continuous improvement for our city. I want to thank Natalie, Angela, Kiersten, and Michelle for their willingness to further advance our efforts to build a safe, welcoming, thriving Seattle. These leaders are well deserving of this expanded responsibility and will allow us to do even more in our efforts to serve Seattle residents," **said Mayor Harrell.**

"I am honored to step into this role as a Deputy Mayor and support Mayor Harrell's ambitious goals for a healthier, safer, and more climate resilient

Seattle,” **said Deputy Mayor Farrell.** “In my three years as Director of the Office of Sustainability and Environment, we as **One Seattle** tackled the climate crisis head-on through collaboration between government, communities, and businesses. We secured and invested millions of dollars into environmental justice and workforce development, significantly reduced pollution from buildings, and made residents more comfortable with increased access to heating, cooling, clean air, and healthy foods. There is much more to do, and I look forward to working closely with Mayor Harrell and City staff to accelerate our progress toward a more sustainable Seattle.”

“I first started working for the City as an intern after graduating from UW, and after decades of different roles with the Department of Transportation I am overjoyed to be returning as Interim Director,” **said Adiam Emery, Interim Director for the Seattle Department of Transportation.** “SDOT has been a second home for me, and I would not be where I am today without the opportunities it provided or the outstanding individuals there who have been colleagues, friends, and mentors to me over the years. I am fully invested in our commitment to safety, equity, and sustainability in transportation and am excited by the opportunity to amplify the outstanding work people in this department do every day. I look forward to delivering projects as part of our voter-approved transportation levy, better connections to make it easier and safer for people to get around, and improved programs to better serve Seattle’s diverse communities.”

“Seattle faces some real challenges as we work to improve public safety but as someone who has spent my career doing this work and as the mother of three boys still in school, I have never been more hopeful,” **said Chief Public Safety Officer Natalie Walton-Anderson.** “Under Mayor Harrell we have made significant strides in addressing crime, investing in neighborhood improvements, and better supporting our first responders. I am honored and humbled to step into this new role as Chief Public Safety Officer and look forward to continuing to work closely with our public safety departments. This work is not easy, simple, or straightforward, but it is essential to making Seattle a safe place for everyone to call home and I am wholeheartedly committed to this work, this administration, and this community.”

“As Sound Transit moves forward with designing and constructing new investments in Seattle’s communities and downtown core, the City’s ability to provide nimble and streamlined leadership will be critical,” **said Angela Brady, Sound Transit Designated Representative.** “I am excited to step into the Sound Transit Designated Representative role, where I will work on behalf of the

City to advise on key policies, foster partnerships and strategies, offer technical expertise to support project delivery, and lead interdepartmental coordination for planning, permitting, design, and review of Sound Transit projects, as well as City-delivered projects that support Sound Transit's program."

"From Customer Service Centers to the Seattle Animal Shelter to fleets and facilities to creating pathways for women- and minority-owned businesses to work with the City of Seattle, FAS provide services that make a positive difference to Seattle residents," **said Kiersten Grove, Acting Director of the Department of Finance and Administrative Services.** "I am truly honored to be nominated to lead the Department of Finance and Administrative Services and look forward to continuing to work alongside Mayor Harrell and City and community partners to keep Seattle moving forward."

"Under Jessyn's leadership, OSE has met the moment of the climate crisis head-on," **said Michelle Caulfield, Acting Director of the Office of Sustainability and Environment.** "Her passion, leadership, and effective collaboration led to the passage of nation-leading legislation like the Building Emissions Performance Standard, which will reduce building emissions by 27% by 2050. Her strategy, relationships, and communications skills will make her an exceptional deputy mayor. In the interim, I am honored to serve the mayor to continue the Office of Sustainability & Environment's momentum as we work to build a healthier, safer, and more sustainable Seattle."

Jessyn Farrell, J.D., is a leader in building public consensus on difficult issues related to the environment, housing, transportation, and the economy. A long-time environmental advocate, Jessyn served as a state legislator from the 46th District where she passed ground-breaking legislation on oil-by-rail safety, paid family leave, affordable housing near transit centers, education supports for low-income and homeless youth, protections for pregnant workers and restrictions to cell-phone use while driving. As Executive Director of Transportation Choices she led advocacy efforts resulting in billions of dollars in regional



light rail investments. Jessyn most recently served as the Director of Office of Sustainability and Environment for the City of Seattle where she led the city's work to advance climate and environmental justice, reduce carbon pollution and build healthy, resilient communities. She has three kids, a dog, two cats, and is working on her first book.



Adiam Emery is a dedicated public servant with over 30 years of experience working for the City of Seattle. Since January 2022, Emery has served on Mayor Harrell's Executive Team, most recently as deputy mayor. Throughout her tenure in the Mayor's Office, Emery has led several transformative initiatives, including advancing transportation safety, securing the passage of the \$1.55 billion transportation levy, adapting the six-year Park District Budget, restoring Seattle parks, relaunching the Park Rangers program, and advancing the One Seattle Climate Action Plan. She has also championed major investments in youth mental health and mentorship while strengthening support for Seattle's immigrant communities.

Originally from Ethiopia, Emery came to the United States as part of the African Diaspora to pursue an education. After earning a Bachelor of Applied Science from the University of Washington, she began her career with the City as an engineering intern. Over the years, she has risen through the ranks at SDOT, serving as a transportation engineer, manager of the Transportation Operations Center, and division director for Transportation Operations.

Natalie Walton-Anderson is an experienced public safety leader who brings nearly 30 years

of experience addressing complex safety issues to her new role as Chief Public Safety Officer and a member of the mayor's Executive Team. She joined the Mayor's Office in June 2024 as Director of Public Safety where she has led efforts including police recruitment and chief search, the expansion of the CARE responder team, the Downtown Activation Team pilot, and more.



Walton-Anderson previously served as a former Assistant United States Attorney for the Western District of Washington Criminal Division, Senior Deputy Prosecuting Attorney for the King County Prosecuting Attorney's Office Criminal Division, and Criminal Division Chief for the Seattle City Attorney's Office, she is a champion for keeping people safe, including supporting survivors and victims of crimes such as domestic violence and sexual assault, holding offenders accountable, and designing and implementing diversion strategies. Walton-Anderson has a Juris Doctor from Seattle University School of Law and a Bachelor of Arts from the University of Washington.

Angela Brady is the Director of the City's Office of the Waterfront and Civic Projects, leading the charge in creating 20 acres of new parks and public spaces, as well as extensive multi-modal transportation and utility improvements on the waterfront and along key east/west connections into downtown as part of the City's \$1.2B Central Waterfront Program. With over 30 years of experience leading large multi-disciplinary teams in the fields of civil, transportation, utility, and structural engineering, Angela has successfully managed a variety of complex engineering projects from



“cradle to grave.” Prior to her work on Seattle’s Waterfront, she led the Mercer Corridor Program, a \$260M capital improvement program which completely transformed more than 30 city blocks in South Lake Union from a low-density industrial zone to a high-density mix of residential, commercial and business use. She has a bachelor’s degree in civil engineering from the University of Washington, is a licensed Professional Engineer in Washington State, and is also a licensed Project Management Professional with the Project Management Institute.



Kiersten Grove serves as the Acting Director of the Department of Finance and Administrative Services (FAS) for the City of Seattle, where she leads a 500-plus person team in providing customer-focused services that help support City operations and Seattle residents. Kiersten enjoys her work with FAS highlighting the often-unseen areas of government that have the greatest day-to-day impacts. Kiersten grew up in Washington, spent time in public service in Chicago, and returned to Seattle 13 years ago, serving the City of Seattle in several departments across the City. When she’s not at work, you can find Kiersten and her partner cheering on their 7-year son in his many sporting activities.

Michelle Caulfield has served as Deputy Director for Seattle’s Office of Sustainability & Environment since 2016. She is passionate about working at the intersection of government and community and brings more than a decade of public sector management and leadership to advance climate action, urban greening, healthy and local food, and environmental



justice. In her role as deputy, Michelle contributes to officewide success through the strategic integration of policy, planning, and communications. Michelle represents Seattle on several regional, national, and international networks and serves as Vice Chair of the Board of Directors for the Puget Sound Clean Air Agency. Prior to the City of Seattle, Michelle worked as an environmental consultant, providing policy, planning, program design, implementation, and evaluation services in the areas of resource conservation, waste, sustainability, climate, and clean energy to a wide range of public and private sector clients. She holds a Bachelor of Science in History and Environmental Studies from the University of Wisconsin-Madison and a Master of City Planning from the Massachusetts Institute of Technology (MIT).

###



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SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

January 28, 2025

TO: Pam Inch – Senior Executive Recruiter SHR

FROM: Annie Nguyen - Seattle Human Resources

SUBJECT: Background check for **Kiersten Hutton Grove**

The Seattle Human Resources has received a copy of Kiersten Hutton Grove's background check provided by Global Screening Solutions. There were no findings that would impact their employment eligibility.

Cc: Personnel File

Seattle Department of Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 • TTY:7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs

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Confirmation Questions for Kiersten Grove
Director of the Department of Finance and Administrative Services

General

1. *What are your major goals for Finance and Administrative Services (FAS) over the next five years?*

FAS has an incredibly diverse portfolio that serves both internal City departments and the public. Work includes the design and construction of new buildings; renovating, updating and maintaining existing buildings; purchasing and maintaining the City's vehicles; running the Seattle Animal Shelter; leading purchasing and contracting policies and processes; implementing the City's consumer protection laws and running the City's Customer Service Centers. Each of these lines of business have important operational goals in the coming years, but of particular importance to me are building and fleet electrification, strengthening customer service within our communities and leveraging funding opportunities for the Seattle Animal Shelter.

The City has ambitious goals to reduce fleet greenhouse emissions, be fossil fuel free by 2030 and to remove fossil fuel systems and appliances from buildings by 2035. These efforts are expensive to realize but Seattle is leading the nation in this work. In the next five years, I will seek to maximize City and grant funding opportunities to prioritize and direct de-carbonization efforts where they have the most impact. For Customer Service, I would like to continue the strong work of our neighborhood Customer Service Centers and utilize emerging technologies to help streamline work and assist our Customer Service Representatives in getting information to the public. And finally, I would like to better equip the Seattle Animal Shelter (SAS) to tell their story effectively and leverage grant and fundraising resources to support animal care. As an example, SAS recently began planning for the Furry 5K event to take place on June 8, 2025. This is the first time in many years that SAS has independently hosted this event, and we see it as an opportunity to share our work and further build community around animal welfare in Seattle.

Beyond the operational goals above, over the last two years I have led with a focus on customer service for both our internal and public facing work. My leadership style balances structure and efficient decision-making with a focus on encouraging collaboration and open sharing of ideas. This balance has strengthened our organizational culture and has resulted in improvements in the quality of service FAS provides.

2. *What do you view as your major achievements as Interim Director of FAS?*

FAS and the City have set and met ambitious women- and minority-owned business (WMBE) spending goals over the past two years. Under my leadership, FAS has increased outreach efforts to small and minority-owned businesses and has just convened the second WMBE advisory council of community stakeholders. Last year, FAS launched the City's first ever free pet vaccination clinics in

neighborhoods throughout Seattle. Our incredible team at the Seattle Animal Shelter brought veterinary care into Seattle communities, serving over 1,500 animals in 2024. My FAS team and I also worked in partnership with the Mayor and Council to update the City's Priority Hire legislation to expand access to apprenticeships across the broader region. This new legislation has the potential to create up to 14,000 construction career opportunities for people of color, women, veterans and residents living in economically distressed neighborhoods. And in 2024, FAS put the City's 500th electric vehicle into operation. We've reduced fuel consumption by 500,000 gallons over the past 10 years. On a broader scale, I implemented leadership training across the department; first for our people leaders and then more broadly for individual contributors. The goal of these trainings, and our continued implementation, is to shift towards an organizational culture of collaboration and growth, with an emphasis on integrating an equity lens into all we do.

3. *What are the biggest challenges facing FAS?*

Given the unique and diverse services provided by FAS, divisions can have a range of challenges. However, the two issues spanning across the department are escalating maintenance and repair costs and recruitment and retention of skilled trade positions. For the two largest divisions within FAS, Facility Operations and Fleet Management, rising costs in the construction industry and in vehicle purchase and repairs stress our annual budgets. Our existing funding does not go as far as it once did due to increasing inflation, and our needs are increasing; a condition that is true across the City's services. For Facility Operations, FAS owns and maintains over 120 buildings. Costs for system upgrades for HVAC, elevators and fire safety systems can be in the millions of dollars for our larger buildings like SMT, City Hall and the Justice Center. And while we work to maintain and extend the life of these systems, parts often become unavailable, and technologies are no longer supported. Additionally, as our buildings age, unexpected maintenance and repairs become more common, further stressing our staff and budget resources. These conditions can make the work environment for our employees in our skilled trades – mechanics, HVAC technicians, carpenters, plumbers and electricians particularly challenging. To address this, my team and I are working with CBO to identify upcoming needs and repairs, so that we can proactively plan for major projects within the City's Capital Improvement Plan (CIP).

4. *What has been your approach to promoting the City's equity goals in FAS?*

Centering equity is essential to the operations of any department within Seattle. In promoting the City's equity goals, I've focused on integrating an equity lens into our everyday operations, and how we set department and division goals and priorities within our annual workplan. This work is personally important to me as I've focused much of my career on improving racial equity outcomes whether through my teaching career, my time in Chicago working on transportation safety or my work here at the City of Seattle. I believe strongly that the internal, often unseen work of City government has the ability to catalyze the most significant change. And this is the work that FAS

does. This materializes in different ways across the department and has included improving our performance on WMBE goals, fostering opportunities in City-owned space for Black-owned businesses, bringing regulatory licensing services into our customer service centers to better serve communities or realigning our animal foster program at the Seattle Animal Shelter.

Focusing on our internal practices, FAS Change Team leads are a part of our Leadership Team. We encourage Change Team membership from each of our divisions, not to be solely responsible for considering equity within the division, but to build capacity and give opportunities for growth and leadership development. We've added changes to our hiring processes, including how we recruit and how we think about interview questions throughout our candidate selection processes. Finally, we've integrated training across the department's 500 people to further empathy and respect with a focus on equity, encouraging our employees to recognize and grow from the ideas and experiences that each member of FAS brings to their work.

5. *How has and will FAS continue to align with Council Districts, each having unique needs, and improving your communications, education and outreach?*

Council Districts each have individual needs that are important to consider in how services are delivered. FAS operates Customer Service Centers in Southeast, Southwest, Central, Ballard, the University District and Lake City. Each of these service centers provides general information, payment options and passport services. In addition to the standard services offered, our Service Centers also function as community hubs for meetings, offer specific licensing services if requested, and where space is available, also host Council offices, providing a dedicated space for community members to work with their representative. In addition to these services, the Seattle Animal Shelter hosts vaccination clinics in south Seattle furthering the reach of the shelter's Interbay location. For our internal services, FAS is installing vehicle charging stations for City departments so that they are better able to serve neighborhoods outside the downtown core. And finally, FAS builds and maintains fire and police facilities throughout Seattle neighborhoods ensuring the community has access to critical public safety resources. I appreciate inclusion of our work in your district newsletters and am committed to continuing to share our work with Council offices to help us further share our services.

6. *How does your past work in transportation shape your work at FAS?*

Transportation is fundamental to our community, to safety and opportunity across the city. My work both here in Seattle and in Chicago shaped my approach to leading FAS in a variety of ways. First, and most broadly, because I've worked in a number of City departments, I have a good sense of their operational needs and how FAS as an internal services department might help them achieve those goals – for example, vehicle electrification, facility improvements or contracting needs. My work in transportation also included both policy development and capital project delivery. FAS' portfolio

includes both of those functions, and I feel comfortable working with our teams and thinking critically about how to improve processes. And finally, most directly, I first began working with FAS more than 10 years ago while I was at SDOT. At the time, my role was to help develop a regulatory framework for taxi and Transportation Network Companies (TNCs) that would meet SDOT's goal to provide more transportation options. The experience helped me better understand the complicated relationships between consumer protection, economic opportunity, marketplace options and operating expenses.

7. *What do you see as the role of FAS in effectuating the Transportation Levy passed by the voters?*

The new Transportation Levy is a huge undertaking that will deliver so many essential projects for the residents of Seattle. My team and I at FAS are excited to be a part of it. There are three primary areas where FAS may assist in the implementation of the transportation levy. SDOT has already begun project planning and FAS will support them in securing the needed space for people working on the levy. This could include office space or space proximate to project sites. Additionally, FAS would play a role in acquiring any new vehicle or machinery needed for the scale and scope of the levy. And finally, FAS' Purchasing and Contracting division will work with SDOT on public works contracting for capital projects.

Facilities Management

8. *What are the maintenance and refurbishment plans for Benaroya Hall and the Garden of Remembrance? Are there developments yet?*

Benaroya Hall and the Garden of Remembrance are an incredible asset for the people of Seattle. While the City owns the underlying land and building, Benaroya Hall is completely responsible for operations and maintenance of the facility and the Garden of Remembrance. The separate and independent Office of City Finance maintains the City's relationship with Benaroya Hall, sits on their board, reviews their capital plan and administers City funds that support their ongoing maintenance (in 2025, \$491,962 for Benaroya and \$242,537 for the Garden of Remembrance) as well as capital repairs for the Garden of Remembrance such as the \$50,000 to study the Garden's membrane. Benaroya is required to provide a list of building changes to the City that may affect the exterior of the building or require a permit and these include the following:

- Replacement of five pairs of exterior doors on 3rd Ave. arcade with matching storefront
- Replacement of the exterior marquees with digital signage screens and related electrical modifications
- Renovation of exterior poster boxes on 3rd Ave. and Union St. to house digital screens and related electrical modifications
- Upgrades to exterior lighting at northeast and southeast entrance canopies

- Structural, HVAC and electrical modifications to expand and reconfigure the Level 4 Balcony, East 1st Tier and Bar area into a new lounge
- HVAC and electrical modifications to renovate the 3rd Ave. arcade and reconfigure the existing box office, coat check, retail, and concessionaire outlets, into a new community room, lounge and concession area and concierge counter
- Electrical modifications to relocate the bars at Level 3 Grand Lobby and to enhance existing bars at Level 4 West and East 2nd Tiers and Recital Hall Lobby
- HVAC and electrical modifications to reconfigure a portion of Level 4 East restrooms to be all-user restrooms

9. *What policies guide lease agreements with for-profit companies on city property, e.g. at City Hall or the Seattle Armory?*

Managing retail space within City buildings can include balancing a number of factors. FAS has jurisdictional authority over the City’s downtown office buildings, including Seattle City Hall, Seattle Municipal Tower and Seattle Justice Center. In those buildings there are several storefront spaces that provide amenities to the tenants of the building, usually City employees, and to the general public.

FAS considers a variety of factors when determining a potential lease. Factors include amenities potential lessees would provide to building tenants; variety and complement of tenancies on the property; anticipated and historical level of foot traffic; potential WMBE businesses that the City might attract as potential lessees; past leasing practice; past structure of leases; rent charged for current tenants; duration of desired lease; and the longevity of lessee in business. Prior to the pandemic, FAS retail tenants were stable and retail space was fully occupied. During and post-pandemic, SMT and SCH experienced turnover including continued vacancies despite rent reductions and significant attempts to retain tenants.

Besides FAS, a number of City departments have jurisdiction over buildings including CEN, SPL and SPR. Each department has jurisdictional oversight over their properties and will have similar but perhaps slightly different considerations in determining tenancy in their spaces.

Consumer Protection Division

10. *What do you see as the biggest challenges facing the Consumer Protection Division and what are your plans to address them?*

FAS’ Consumer Protection Division is charged with protecting consumers across 25 industries including short-term rentals, retail cannabis sales, network company operations, taxis and the for-hire industry, weights and measures and many others. This work is personally important to me

because it's central to the work of good government – protecting people while also ensuring economic opportunity. The biggest challenge in doing this work effectively is balancing the needs of the consumer, the needs of the business and the cost of regulation. To illustrate this challenge, some recent work my team has done related to the taxi/for-hire industry is a good example. In any regulatory framework, we do our best to recoup costs from the regulated industry so that the General Fund is not needed to support ongoing regulation. Historically, the taxi industry was a heavily regulated industry, but as Uber and Lyft entered the marketplace, historic taxi regulation unintentionally burdened the industry. Over the ensuing years we worked to bring more parity and in late 2023 we worked alongside King County to create a streamlined and simplified regulation process that included changes to technology requirements. We moved towards requiring taxi companies to adopt digital application dispatch systems to improve the customer experience and make City regulation of the industry simpler.

11. How can the City of Seattle, including the Seattle City Council, help better empower the work of the Consumer Protection Division?

I would like to thank you all for the work your offices have done to date. My team and I have appreciated the opportunity to work with you and provide operational context as new consumer protection legislation is explored and drafted. FAS is charged with implementing the regulatory frameworks established by the Mayor and Council and our role is to meet the legislative objectives of the ordinance. Working collaboratively has been invaluable as it establishes the best foundation for us to begin effective and clear implementation of new laws. In addition to early coordination, we also recognize that Councilmembers are a voice for the communities we serve. If anything, please keep engaging with us as you develop new legislation that involves FAS. We understand that you often hear from constituents on opportunities for better communication and coordination. We value you sharing those with us to improve our programs for our communities.

12. Can you describe the mechanics – in terms of time, FTES, etc. – that come into play when FAS has to collect new fees and establish new licensing schemes required in legislation? For example, what challenges has FAS faced as it prepares to begin collecting the \$0.10 per delivery licensing fee on app-based delivery companies that Council approved in 2023 to enforce the deactivation ordinance, and what is the status of the work?

In establishing a new regulatory license, several items are necessary to ensure the success of timing and execution. First is the identification of a technology solution – in the case of the network company fee, Accela, an existing City resource which Seattle IT manages and implements necessary changes. Next is finding adequate staffing, aside from Seattle IT staff that includes project management staff to coordinate the development of the technology with internal CPD staff and train CPD staff on the use of the technology, as well as strategic advisors to become experts in the legislation, help shape and form the technology needs, create any needed Director's Rules and

coordinate with affected City departments and external stakeholders. Once those items are complete, Customer Service staff do outreach to the affected industry and assist with first-time licensees, ongoing licensing questions and annual license renewals. Inspectors both review and enforce compliance with the new law. Lastly, technology upgrades, staffing and outreach all take time in ensuring success.

In terms of the most recent network company fee, the legislation provided necessary staffing resources and time to allow for CPD to begin accepting applications in October 2025 and for the City to begin collecting fees beginning in January 2026, per the Council-approved legislation. Currently, FAS is working with IT and has completed the design phase of the development of the IT project. The project will then be sent to an internal IT developer in April and expected to be ready for testing in the summer. FAS is simultaneously hiring two positions – a License and Standards Inspector and Customer Service Representative, both expected to begin this month. FAS has been working with OLS on the coordination for the roll out of the new fees since passage of the legislation in anticipation of the October 2025 application deadline.

Animal Shelter

13. *There have been news reports of issues with culture, understaffing of behaviorists and foster coordinators, and insufficient facilities at the shelter. What do you see as the biggest needs at the Animal Shelter, and what has and needs to be done to address them?*

First let me say how much I respect, appreciate and admire the work of our team at the Seattle Animal Shelter (SAS). SAS is the only open admissions shelter in the city, meaning we take in any animal in need. Animals in our care may be there because their owner may no longer be able to keep them because of financial or health issues, they have suffered abuse, may have bitten someone, may be lost or the police have placed them with us. SAS' Animal Control Officers, Customer Service Representatives, Veterinary care team, Behaviorist, Foster and Volunteer Program Coordinators and leadership have extensive experience working with animals who are under stress or have experienced trauma. Our goal is to protect the public and ensure that animals receive the best care available, recognizing that the most successful outcome for animals is to be placed in a home as soon as possible. To both care for animals in and out of the shelter, we have extensive volunteer support including those who clean kennels, feed animals, do laundry and foster volunteers who care for animals in their homes.

We serve thousands of people and pets annually and are incredibly proud of the work that the SAS does. That said, the facility itself is over 40 years old and has not been significantly expanded since it was built. Operationally, we have a larger staff, bigger volunteer base, see more animals and most significantly are able to rescue more than 90% of the animals we take in. Given this, providing the level of service that we do within the existing building is challenging. We keep only about 50% of

animals at the SAS facility itself and whenever possible, work to house animals in volunteer foster homes. The Animal Control Officers, Behaviorist and Foster Care Coordinator are instrumental in evaluating an animal to determine whether it can be placed in a home and which placement will be the most successful. We rely on these positions to ensure that the facility is not overcrowded and that the animals who must remain in the care of the shelter have the space available. At this time, we are also starting the planning for a new Seattle Animal Shelter, engaging with the Mayor's Office to identify locations, needs and service delivery options.

14. Please detail how staffing of behaviorists and foster coordinators or insufficient facilities affect operations.

When an animal first comes to the shelter, our team works to get a behavioral assessment on the animal. The veterinary care team then addresses any medical needs and the Behaviorist evaluates this information and works directly with the animal to understand if a foster placement is possible. The Foster Care Coordinator then works with our volunteer foster families for placement. Because it is a best practice to keep animals in a home environment, we try to place animals that are healthy and behaviorally acceptable for a foster home as quickly as possible to leave enough space in the shelter for animals whose medical or behavioral condition makes foster or immediate adoption difficult.

These roles are critical to the operation of the SAS and are integral into animal health and adoption. Currently both positions are funded through grants or donations. We are actively exploring opportunities for fully funding both positions on an ongoing basis and expanding services to include more hours of operation. Also, as stated above, FAS is actively exploring a new building for the animal shelter.

15. What support from the City of Seattle, including the Seattle City Council, to achieve those goals?

First thank you to the Councilmembers who have supported our work to add additional permanent staffing to SAS operations and for the opportunity to discuss this here. I also want to extend my thanks to Councilmembers who have adopted pets from us and supported animals in need in our communities. It is meaningful to our team in so many ways. More than anything, we appreciate the opportunity to acknowledge and discuss the incredible work of the staff and volunteers at the Seattle Animal Shelter.

Customer Service

16. Please detail past and ongoing work to improve the Find It, Fix It app and the responses to issues people report through it. How do you believe it's working now? What were some problems in the past, and what has been done to make it more successful?

Find It, Fix It (FiFi) is a widely used app for reporting issues to the City. It's a great tool to quickly share minor maintenance issues throughout the city. Many large cities across the country use a version of this app, customizing it to meet their specific needs.

Where FiFi excels is in handling the entire workflow within the app. When an issue is reported, it is assigned to the appropriate department, dispatched to a worker, and marked as completed once resolved. The app then notifies the user that their issue has been addressed. Challenges remain when an issue must be routed to a larger department with its own separate work management system, such as Seattle City Light (SCL), Seattle Public Utilities (SPU), the Seattle Department of Transportation (SDOT), the Seattle Department of Construction and Inspections (SDCI) and Seattle Parks and Recreation (SPR). The City is currently working on integrating FiFi with department work management systems, starting with high-volume service requests in Parks. This effort will enable near real-time updates, so users are notified when a job is completed. A similar process is being explored for streetlight repairs.

Last year, the City completed a major app upgrade to improve usability. Additionally, the City is working with Motorola to meet accessibility requirements by April 2026. The team has also added the six most requested datasets to the City of Seattle Open Data Portal for greater transparency.

17. *What is your vision for the Customer Service Bureau over the next five years?*

First, I cannot say enough about the amazing work of FAS' Customer Service Division. The work they do to connect people with services throughout the city is critical to the health of our communities. Our team does this by centering the customer experience and approaching their work with empathy and respect. In FAS this team is composed of two customer service groups. The first is the Customer Service Team, which manages the City's main line (206-684-CITY), assigns online general service requests to the appropriate departments, and researches issues as needed. This team also has access to the language line, enabling communication with customers in 240 languages.

The second group consists of six customer service centers, one in each Council District (the City Hall kiosk and department kiosks in SMT function as a District 7 in-person touchpoint). These centers provide essential in-person services, with first-time passport applications being the most common request, especially as other government locations have discontinued passport processing. Additionally, they offer services such as utility payments, compost bag distribution, and assistance with City-related requests.

I am proud to say that our customer service staff regularly receive positive feedback from residents for their exceptional service. To continue and enhance this great service, there are opportunities to improve accessibility and innovation to ensure seamless, responsive service. By leveraging data

analytics to better understand what our customers need, we can adjust service delivery. Additionally, there is significant potential to integrate digital and AI solutions to support staff with more streamlined access to information. This can allow us to get information to people more quickly and serve a wider range of customers. As technology continues to evolve, my team and I will look for opportunities to implement new tools that enhance efficiency while maintaining our commitment to excellent service.



Legislation Text

File #: Inf 2648, **Version:** 1

Briefing on Hearing Protection at Music Venues

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to loud music venues; requiring hearing protection be made available to venue patrons; and adding a new Chapter 7.34 to the Seattle Municipal Code.

..body

WHEREAS, exposure to loud music can pose a significant risk to hearing; and

WHEREAS, according to the World Health Organization, over 1 billion young adults worldwide

are at risk of permanent, avoidable hearing loss due to unsafe listening practices; and

WHEREAS, nearly one in four (24.4%) U.S. adults aged 20-69 years show evidence of noise-

induced hearing loss; and

WHEREAS, other cities in the United States, such as Minneapolis and San Francisco, have

implemented ordinances to help protect the hearing of patrons at local music venues; and

WHEREAS, the local music scene is part of what makes Seattle special, with bands like Nirvana

and Pearl Jam getting their start in Seattle and with music festivals like Capitol Hill

Block Party and Bumbershoot being an annual tradition to locals and visitors alike; and

WHEREAS, ensuring Seattleites and visitors to Seattle can enjoy its vibrant music scene without

fear of hearing loss will only help to keep Seattle a “City of Music”; NOW,

THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. A new Chapter 7.34 is added to the Seattle Municipal Code as follows:

Chapter 7.34 LOUD MUSIC VENUE HEARING PROTECTION

7.34.010 Scope and purpose

This Chapter 7.34 applies to all loud music venues that operate in Seattle. This Chapter 7.34 is an

exercise of the City's police power for the protection of the health, safety, and welfare of

1 individuals patronizing loud music venues and is not intended to create, establish, or designate
2 any particular class or group of persons who will be especially protected or benefited by its
3 terms.

4 **7.34.020 Definitions**

5 For the purposes of this Chapter 7.34:

6 "Dance" means any event at which the primary purpose of the person conducting or
7 operating the event is for patrons to dance as that term is commonly defined.

8 "Director" means the Director of Finance and Administrative Services of The City of
9 Seattle and the Director's designee.

10 "Hearing protection" means a device that is inserted into the ear canal or covers the ears,
11 to protect the user's ears from loud noises. Hearing protection includes but is not limited to
12 earplugs made of pliable material.

13 "Live music" means an active performance of music by an individual (or individuals)
14 who, at the time of and during the performance, creates music or engages in an audible form of
15 artistic expression, other than, or in addition to, any pre-recorded music, for an audience through
16 the use or manipulation of voice, instruments, or electronic or computerized equipment or
17 formats.

18 "Loud music venue" means:

- 19 1. "Music venues" as defined in Section 11.14.376;
- 20 2. Venues licensed to sell alcoholic beverages for consumption on premises,
21 which contain a dance floor or other place primarily designated for dancing, and have a
22 maximum occupancy of over 500;

1 3. Venues that host live music or dance events at least 20 times per year and have
2 a maximum occupancy of over 5,000;

3 4. All-ages dance venues licensed according to Chapter 6.295; and

4 5. Venues hosting special events permitted according to Chapter 15.52, which host
5 live music or dance events, charge for admission, and anticipate at least 500 in attendance.

6 **7.34.030 Requirements**

7 A. All loud music venues must offer to patrons hearing protection with a noise reduction
8 rating of at least 20 decibels, for free or for sale on the premises. If hearing protection is offered
9 for sale, at least one option must be offered to patrons for \$1.00 or less.

10 B. Loud music venues are encouraged to post notice on the premises, in an area readily
11 accessible to patrons, alerting patrons to the availability of hearing protection in compliance with
12 subsection 7.34.030.A and the associated price of the hearing protection, if applicable.

13 **7.34.040 Enforcement and rulemaking**

14 The Director may adopt rules pursuant to Chapter 3.02 to implement the provisions of
15 this Chapter 7.34. The Director is authorized to enforce, promulgate, revise, or rescind rules
16 deemed necessary, appropriate, or convenient to administer the provisions of this Chapter 7.34,
17 providing affected entities with due process of law and in conformity with the intent and purpose
18 of this Chapter 7.34.

19 **7.34.050 Remedies**

20 A. Investigation and warning

21 1. The Director is authorized to investigate loud music venues the Director
22 reasonably believes have not complied with the provisions of Section 7.34.030.

1 2. If, after investigation, the Director determines that any provisions of Section
2 7.34.030 have been violated, the Director may issue a written warning to the owner, occupant, or
3 other person responsible for the violation at the loud venue. The written warning shall state: (1)
4 the provision or provisions violated; (2) the necessary corrective action; and (3) the compliance
5 due date, which shall be no less than 30 days after the issuance of the written warning.

6 3. The warning shall be served upon the persons responsible for the condition or
7 violation by personal service or by first class mail, addressed to the person's last known address.
8 If the address of the responsible person is unknown and cannot be found after a reasonable
9 search, the warning may be served by posting a copy at a conspicuous place on the property
10 where the violation occurred. The warning is effective on the earliest date of: the date of personal
11 service, the date of posting, three days after mailing by the City, or the day the notice is actually
12 received.

13 B. Violations of this Chapter 7.34 that have not been corrected by the compliance due
14 date, pursuant to subsection 7.34.050.A, shall be subject to a Class 3 civil infraction under
15 chapter 7.80 RCW, for which the maximum penalty is \$50, not including statutory assessments.
16 The civil infraction shall be processed under chapter 7.80 RCW and notices of infraction for such
17 violations may be issued by the Director. Each week of noncompliance shall be a separate
18 violation of the Chapter 7.34.

19 **7.34.060 Severability**

20 The provisions of this Chapter 7.34 are declared to be separate and severable. If any clause,
21 sentence, paragraph, subdivision, section, subsection, or portion of this Chapter 7.34 or the
22 application thereof to any loud music venue, person, or circumstance, is held to be invalid, it

- 1 shall not affect the validity of the remainder of this Chapter 7.34, or the validity of its application
- 2 to other persons or circumstances.

DRAFT

1 Section 2. This ordinance shall take effect on January 1, 2026.

2 Passed by the City Council the _____ day of _____, 2025,

3 and signed by me in open session in authentication of its passage this _____ day of

4 _____, 2025.

5 _____

6 President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

7 _____

8 Bruce A. Harrell, Mayor

9 Filed by me this _____ day of _____, 2025.

10 _____

11 Scheereen Dedman, City Clerk

12 (Seal)



SEATTLE CITY COUNCIL
CENTRAL STAFF

Hearing Protection Ordinance

JASMINE MARWAHA, LEGISLATIVE ANALYST

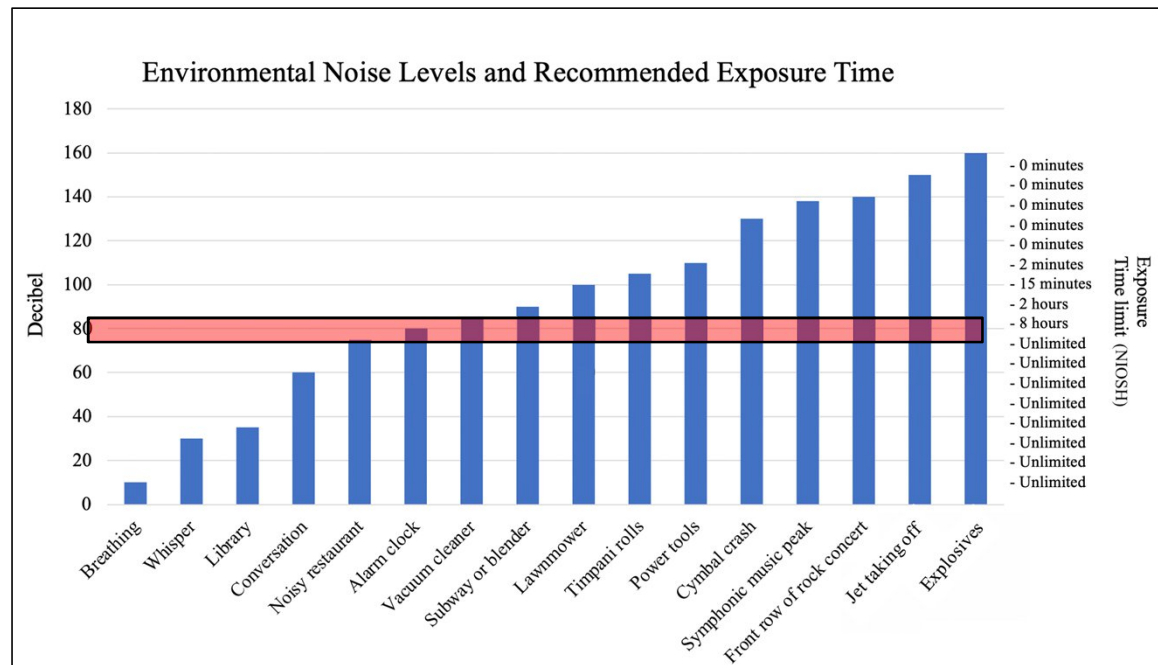
FINANCE, NATIVE COMMUNITIES AND TRIBAL GOVERNMENTS COMMITTEE
MARCH 19, 2025

Outline

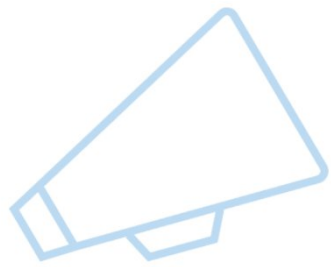
- Background
- Policy Goals
- Summary of Potential Legislation
- Policy Considerations
- Next Steps

Background

- Nearly one in four U.S. adults aged 20–69 years show evidence of noise-induced hearing loss
- Risks to hearing at music venues
- Lack of awareness of risks
- Other municipal efforts to address concerns



Policy Goals



Raise awareness
of the risks
associated with
loud music



Provide more
opportunities to
access hearing
protection



Advance consumer
protection without
unduly burdening
businesses

Summary of Potential Legislation

- Would require certain “loud music venues” to offer patrons hearing protection with a noise reduction rating of at least 20 decibels, for free or for sale on the premises.
 - If hearing protection is offered for sale, at least one option must be offered for \$1.00 or less.
- Venues would be encouraged to post notice, in an area readily accessible to patrons, regarding the availability and price of hearing protection
- Enforced by Finance and Administrative Services (FAS)
 - Initial warning with 30 days to comply
 - \$50 citation for each week of noncompliance after warning period.
- Effective date of January 1, 2026



*ULINE Earplugs
(10 cents a pair)*

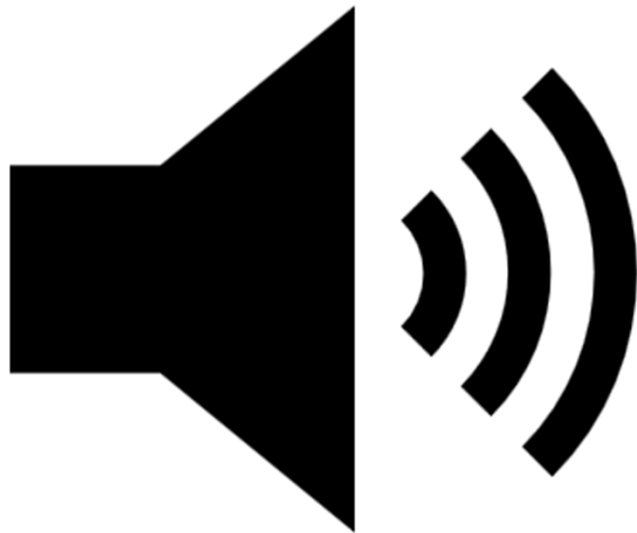
Policy Considerations – “Loud Music Venue”

“Loud music venue ” means the following types of venues:

1. “Music venues” as defined in Seattle Municipal Code Section 11.14.376;
2. Venues licensed to sell alcoholic beverages for consumption on premises, which contain a dance floor or other place primarily designated for dancing, and have a maximum occupancy of over 500;
3. Venues that host live music or dance at least 20 times per year and have a maximum occupancy over 5,000;
4. All-ages dance venues licensed according to Chapter 6.295; and
5. Venues hosting special events permitted according to Chapter 15.52, which host live music or dance, charge for admission and anticipate at least 500 in attendance.



Other Policy Considerations



- Price threshold
- Notice to patrons
- Enforcement
- Effective Date

Next Steps

April 2025

- Introduction and Referral
- Committee Discussion
- Possible Vote

Questions?